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#### Contract Database Metadata Elements

Title: **Massena Central School District and Massena Federation of Summer School Teachers (2007)**

Employer Name: **Massena Central School District**

Union: **Massena Federation of Summer School Teachers**

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# **AGREEMENT**

**between**

**MASSENA FEDERATION OF SUMMER SCHOOL  
TEACHERS**

**and the**

**SUPERINTENDENT OF SCHOOLS**

**of the**

**MASSENA CENTRAL SCHOOL DISTRICT**

**RECEIVED**

DEC 10 2008

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

**July 1, 2007 – June 30, 2012**

## **ARTICLE I - RECOGNITION**

The Massena Board of Education recognizes the Massena Federation of Summer School Teachers as the exclusive collective negotiation representative of summer-school teachers in the Massena Central School District. The unit consists of full-time and part-time teachers and librarians. The parties agree to extend the period of unchallenged status for the maximum period authorized by law.

## **ARTICLE II – DISPUTE RESOLUTION**

In an effort to resolve differences between the District and the unit membership, any contractual concerns are to be brought to the District, in writing, within five (5) school days of occurrence or knowledge of occurrence. If desired, the union president may serve as liaison between the member(s) and the District for the aforementioned notice. If the concerns are not resolved informally, then they shall be referred to the Union and the District negotiating committees as soon as possible thereafter. Final resolution shall be reached no later than fifteen (15) school days after the concern was originally brought by the member(s).

## **ARTICLE III - LEAVE OF ABSENCE**

There shall be a pool of ten (10) sick leave days available for use by all bargaining unit members each summer school session. If the ten (10) sick leave days are exhausted during any given summer school session, unit member(s) needing additional sick leave days shall pay the substitute at the established District per diem rate for summer school.

## **ARTICLE IV - SUBSTITUTES**

- A. The Federation and the District agree to jointly establish a list of summer school substitutes.
- B. The District shall establish the per diem substitute rate and the member shall call in the substitute from the established list. In an emergency situation, or when the member has unsuccessfully exhausted the established list, the District shall assume responsibility for locating a substitute.

## ARTICLE V - EDUCATIONAL DAY

- A. Unless changed through mutual agreement, the summer school work day shall be 4 ½ hours in length, except for driver education as referred to in section C below.
- B. The summer schedule shall consist of 29 days, except for driver education as referred to in section C below.
- C. The driver education schedule may begin as early as July 1. New York State requirements for driver education class time and driving time will determine the daily schedule and number of days. In general, driver education will not begin before 6:00 a.m. and will not end after 12:00 p.m. each day, unless changed by mutual consent.

*As an example, a 16-student driver education class could be 5 1/3 hours in length for 24 days. Additionally in this example, there would be 1 ½ hours of student makeup time included through the summer.*

## ARTICLE VI - SALARY

| Step | 2007     | 2008     | 2009     | 2010     | 2011     |
|------|----------|----------|----------|----------|----------|
| 1    | \$4,100. | \$4,200. | \$4,300. | \$4,400. | \$4,500. |
| 2    | \$4,275. | \$4,380. | \$4,490. | \$4,605. | \$4,725. |
| 3    | \$4,455. | \$4,560. | \$4,685. | \$4,815. | \$4,955. |
| 4    | \$4,630. | \$4,740. | \$4,880. | \$5,025. | \$5,180. |
| 5    | \$4,810. | \$4,915. | \$5,070. | \$5,235. | \$5,410. |
| 6    | \$4,975. | \$5,095. | \$5,265. | \$5,445. | \$5,640. |
| 7    | \$5,150. | \$5,280. | \$5,460. | \$5,655. | \$5,870. |

- A. All full-time junior and senior high summer school teachers shall be paid by the above salary schedule.
- B. Driver education teachers having up to 12 students will be paid at 85% of the above salary schedule.
- C. Driver education teachers having 13-16 students will be paid by the above salary schedule.
- D. Driver education teachers having 17-20 students will be paid at 120% of the above salary schedule.
- E. A junior high school teacher who teaches one (1) summer school class will receive 33% of the appropriate salary from the above schedule. This teacher's responsibility will be for this class only.

- F. A junior high school teacher who teaches two (2) consecutive summer school classes will receive 66% of the appropriate salary from the above schedule. This teacher's responsibility will be for these two classes only.
- G. A high school teacher who teaches one (1) summer school course is required to be present during the half-hour of student work time between high school classes, and will receive 55% of the appropriate salary from the above schedule. This teacher's work day is 2 ½ hours in length.
- H. Any teacher who teaches a first period high school class followed by a third period junior high class will be given a ½ hour duty to make a full 4 ½ hour work day and will receive 100% of the appropriate salary from the schedule above.
- I. Any teacher who teaches a first period junior high school class and a second period high school class will be given a ¾ hour duty to make a full 4 ½ hour work day. This teacher will also work with students during the half-hour of student work time between high school classes, and will be paid at 100% of the appropriate salary from the schedule above.
- J. Any individual hired by the district to work with students in Independent Study will be paid according to the district's current tutoring rate(s).

## **ARTICLE VII – DUAL COURSES**

When, by mutual consent, a unit member teachers two (2) courses simultaneously, he/she shall be paid an additional stipend of \$500. Different levels of the same course are not eligible for this stipend, nor does this clause apply to the Reading program, Special Education classes, or classes of a similar nature. (See Appendix A.)

## **ARTICLE VIII – DAILY SCHEDULE CHANGE**

In the event that the daily schedule for members of this unit is reviewed for change, affected articles of this contract must be appropriately negotiated and ratified by the membership.

## ARTICLE IX - PERIOD OF AGREEMENT

The agreement shall be in effect from July 1, 2007 to June 30, 2012. In witness whereof, the parties have hereunto set their hands this 5<sup>th</sup> day of June, 2007.

Sandra W. Zappin  
Massena Federation of Summer School Teachers

6/5/07  
Date

The agreement shall be in effect from July 1, 2007 to June 30, 2012. In witness whereof, the parties have hereunto set their hands this 5<sup>th</sup> day of June 2007.

Raymond W. Flanagan  
Superintendent of Schools

6/5/07  
Date



12/04/08

Massena Central School District #####

EMPLOYEE LISTING BY NAME

| EMP# | LAST NAME   | FIRST NAME | SSN# | STAT | TYPE  | BLDG  | DEPT  |
|------|-------------|------------|------|------|-------|-------|-------|
| 12   | ARCADI      | MARY       |      | ACT  | SUMTE | SH    |       |
| 28   | BARTALO     | JOHN       |      | ACT  | SUMTE | SH    |       |
| 66   | BULGER      | JOAN       |      | ACT  | SUMTE | JEFDD |       |
| 69   | BURLINGAME  | LISA       |      | ACT  | SUMTE | MADDD |       |
| 534  | CHARLESON   | APRIL      |      | ACT  | SUMTE |       |       |
| 786  | COFFIN      | STEVEN     |      | ACT  | SUMTE | SH    |       |
| 139  | DENNEY      | MELISA     |      | ACT  | SUMTE |       |       |
| 751  | DUMAS       | MARIA      |      | ACT  | SUMTE | MD    |       |
| 189  | FLINT       | CINDY      |      | ACT  | SUMTE |       |       |
| 190  | FLYNN       | COREY      |      | ACT  | SUMTE | SUB   | <N/A> |
| 210  | GARDNER     | SUSAN      |      | ACT  | SUMTE | JH    |       |
| 229  | GRIFFIN     | MOLLY      |      | ACT  | SUMTE |       |       |
| 251  | HAMILTON    | AMANDA     |      | ACT  | SUMTE | SH    |       |
| 719  | HAYES       | RYAN       |      | ACT  | SUMTE | MD    |       |
| 407  | HENRY       | PAULA      |      | ACT  | SUMTE |       |       |
| 281  | KINNE       | SHARON     |      | ACT  | SUMTE | JH DD |       |
| 33   | LABARGE     | JAMIE      |      | ACT  | SUMTE | MD    |       |
| 301  | LASHOMB     | STEPHEN    |      | ACT  | SUMTE |       |       |
| 302  | LASHOMB     | WENDY      |      | ACT  | SUMTE | JH    |       |
| 335  | MARSHALL    | RICHARD    |      | ACT  | SUMTE | SH    |       |
| 339  | MARTIN      | SHARON     |      | ACT  | SUMTE | SUB   | <N/A> |
| 345  | MCCALLUS    | RACHEL     |      | ACT  | SUMTE | MD DD |       |
| 373  | MURPHY-HILL | JANET      |      | ACT  | SUMTE |       |       |
| 598  | O'GORMAN    | KAREN      |      | ACT  | SUMTE | SUB   | <N/A> |
| 1021 | PARKER      | ATHENA     |      | ACT  | SUMTE |       |       |
| 400  | PATTERSON   | GERALD     |      | ACT  | SUMTE |       |       |
| 423  | POMAINVILLE | ERIC       |      | ACT  | SUMTE |       |       |
| 442  | REITZ       | CONNIE     |      | ACT  | SUMTE | SRDD  |       |
| 472  | ROBERTS     | MELISSA    |      | ACT  | SUMTE | JH    |       |
| 454  | ROOT        | ANNE       |      | ACT  | SUMTE | JH    |       |
| 459  | ROWLEY      | MICHELLE   |      | ACT  | SUMTE | JEFDD |       |
| 480  | SHORT       | RUTH       |      | ACT  | SUMTE | JF DD |       |
| 593  | ST. THOMAS  | ABBEY      |      | ACT  | SUMTE | SH    |       |
| 517  | THAYER      | COLLEEN    |      | ACT  | SUMTE | SH    | <N/A> |
| 672  | TODD        | CATHERINE  |      | ACT  | SUMTE | SUB   | <N/A> |
| 541  | VIOLI       | REBECCA    |      | ACT  | SUMTE | SH    |       |
| 544  | WANKE       | ROBERT     |      | ACT  | SUMTE |       | <N/A> |
| 566  | WITKOP      | SANDRA     |      | ACT  | SUMTE |       |       |
| 575  | ZAPPIA      | DAVID      |      | ACT  | SUMTE | SH    |       |
| 577  | ZAPPIA      | SANDRA     |      | ACT  | SUMTE | SH DD | <N/A> |



